



CITY OF FREDERICKSBURG, VIRGINIA  
CITY COUNCIL

# MINUTES

Council Chambers, 715 Princess Anne Street  
Fredericksburg, Virginia 22401

HON. MARY KATHERINE GREENLAW, MAYOR  
HON. BRADFORD C. ELLIS, VICE MAYOR, WARD ONE  
HON. KERRY P. DEVINE, AT-LARGE  
HON. MATTHEW J. KELLY, AT-LARGE  
HON. GEORGE C. SOLLEY, WARD TWO  
HON. FREDERIC N. HOWE, III, WARD THREE  
HON. BEATRICE R. PAOLUCCI, WARD FOUR

## Council Work Session March 19, 2013

### Recommended Budget for FY 2014 Closed Sessions

**The Council** of the City of Fredericksburg, Virginia, met in work session on Tuesday, March 19, beginning at 5:30 p.m. in the conference room of City Hall.

**Present.** Mayor Mary Katherine Greenlaw, presiding. Vice-Mayor Bradford C. Ellis, Councilors Kerry P. Devine, Matthew J. Kelly, Frederic N. Howe, III, Beatrice R. Paolucci and George C. Solley.

**Also Present.** City Manager Beverly R. Cameron, Assistant City Manager Mark Whitley, City Attorney Kathleen A. Dooley, Budget Manager Amanda Lickey, Robert Bell, Director of Human Resources and Deputy Clerk of Council Brenda T. Martin.

**Recommended Budget Fiscal Year 2014.** City Manager Cameron opened the meeting and stated Assistant Manager Mark Whitley and Budget Manager Amanda Lickey would be giving a PowerPoint presentation on the budget. For more information on specifics see attached documents.

Councilor Devine read a statement disclosing her employment by the City Schools and that she is able to participant and provide fair and objective judgment in the public interest, to the budget process.

Mr. Whitley reviewed the proposed new health insurance plan which includes a High Deductible Health Plan and Health Savings Account. The City proposes to contribute one half of the deductible for employees who participant in this savings account. New employees hired after January 1, 2014 must enroll in this plan. This plan

will enable long term health insurance savings for the City. The changes to the Virginia Retirement System were also reviewed with Council. The reduction in hours for part-time employees due to the new Affordable Care Act, will affect more employees in Transit and Parks, Recreation and Public Facilities. Employees must stay under the 30 hour threshold or the city will have to offer them health insurance.

Councilor Paolucci voiced concerns about having to hire more part-time employees to fill in for the reduced hours of the regular part-timers.

The following new positions were proposed for the FY14 budget: Sheriff's Department two full-time, three part-time; two ALS medics for the Fire Department; and a Purchasing Agent to assist with procurement.

Councilor Howe asked if anyone had spoken with the Fredericksburg Rescue Squad before deciding to hire the additional medics. He stated he found this to be less than professional to just now begin talks. He stated it is not right to treat volunteers this way because they will get passed over for medical calls. Councilor Howe stated Troy Payne, President of the Fredericksburg Rescue Squad, has asked Council to explore this more thoroughly and we should grant them a part in this process.

Discussion continued over the needs of the volunteers versus the city wanting to provide 24/7 ALS coverage. Everyone agreed volunteers are still needed and the city should continue to support them and encourage their growth. The Council asked for Fire Chief Eddie Allen and the volunteers to report back on this issue at a future work session, soon.

The purchasing agent position was discussed and questions arose such as outsourcing this position, what else would they do and would consultants be scaled back.

Pilot programs for contracted services for various Parks, Recreation and Public Facilities and Public Works services were presented by Ms. Lickey. Councilor Ellis asked if by contracting out certain items that would equate to the grass in the thoroughfares being cut more often, improved attention to the Heritage Trail and other projects.

Ms. Lickey reviewed the proposed General Fund Capital Outlay purchases and the use of Fund Balance. Items highlighted by Council of importance were street lights, curbs and sidewalks. Councilor Kelly suggested the city explore other potential funding sources which are available.

Councilor Howe expressed concern over paying for projects by shuffling money around from the fund balance, instead of paying for a project with revenue sources such as a tax increase.

Mr. Whitley reviewed the classification and compensation study recommendation. There will be work done on succession planning as well in FY14. Councilor Howe asked if the constitutional officers will be included in the classification and compensation study like the other directors. Mr. Whitley said it would be up to them if they wanted their employees to participate in the study, they will be encouraged to participate. Councilor Howe stated we must include the constitutional officers for a discussion to occur regarding fair compensation. Councilor Kelly stated his concerns over the state compensation board funding for these positions. Council agreed to include the constitutional officers in the compensation study.

Councilor Kelly brought up some of his budget questions which included: what did departments request that they didn't get in this proposed budget; he requested the regional jail email that Mr. Cameron sent out be distributed to the press, along with information on prisoner projections and issues of federal prisoners; outside agencies – doesn't like across the board cuts; and looking down the road in budget projections regarding tax increases and deficits in the context of five years.

Councilor Paolucci asked for clarification on the outside agencies funding and how the 5% came up and why some were increased.

Council recessed for dinner at 7:17 p.m. and reconvened at 7:40 p.m.

**Closed Meetings Approved.** Upon the motion of Councilor Devine, seconded by Councilor Kelly and passed by the following unanimously recorded votes, Council approved a closed meeting under the Virginia Freedom of Information Act, Virginia Code 2.2-3711.A.3, to discuss acquisition of real property for a new downtown parking garage, where discussion in open session would harm the city's bargaining position *and* to discuss a prospective outdoor commercial recreation business, where no previous announcement has been made of the business' interest in locating its facilities in the city, pursuant to the Virginia Code 2.2-3711.A.5. Ayes (7) Councilors Greenlaw, Devine, Ellis, Howe, Kelly, Paolucci, and Solley. Nays (0).

**Resolution 13-18.1 Approved Certifying Closed Meeting.** Upon a

motion by Councilor Devine, which was seconded by Councilor Solley, Resolution 13-18.1 certifying the closed meeting was approved and passed by the following unanimously recorded votes. Ayes (7) Councilors Greenlaw, Devine, Ellis, Howe, Kelly, Paolucci, and Solley. Nays (0).

**Adjournment.** There being no further business to come before Council at this time, Mayor Greenlaw declared the work session officially adjourned at 9:05 p.m.

*Brenda T. Martin*

**Brenda T. Martin**

**Deputy Clerk of Council**

**APPROVED**

**7-9-13**